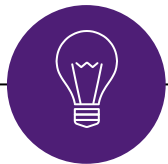




# Creating a Culture of Positive Well-being

Rachael Power



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# Context – What is Mental Health?

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*[Mental health is] a state of well-being in which every individual recognises his or her own **potential**, can **cope** with the normal stresses of life, can work productively and **fruitfully**, and is able to make a **contribution** to her or his community.*

A purple circle containing a white double quote symbol, with a thin vertical line extending downwards from its center.

“



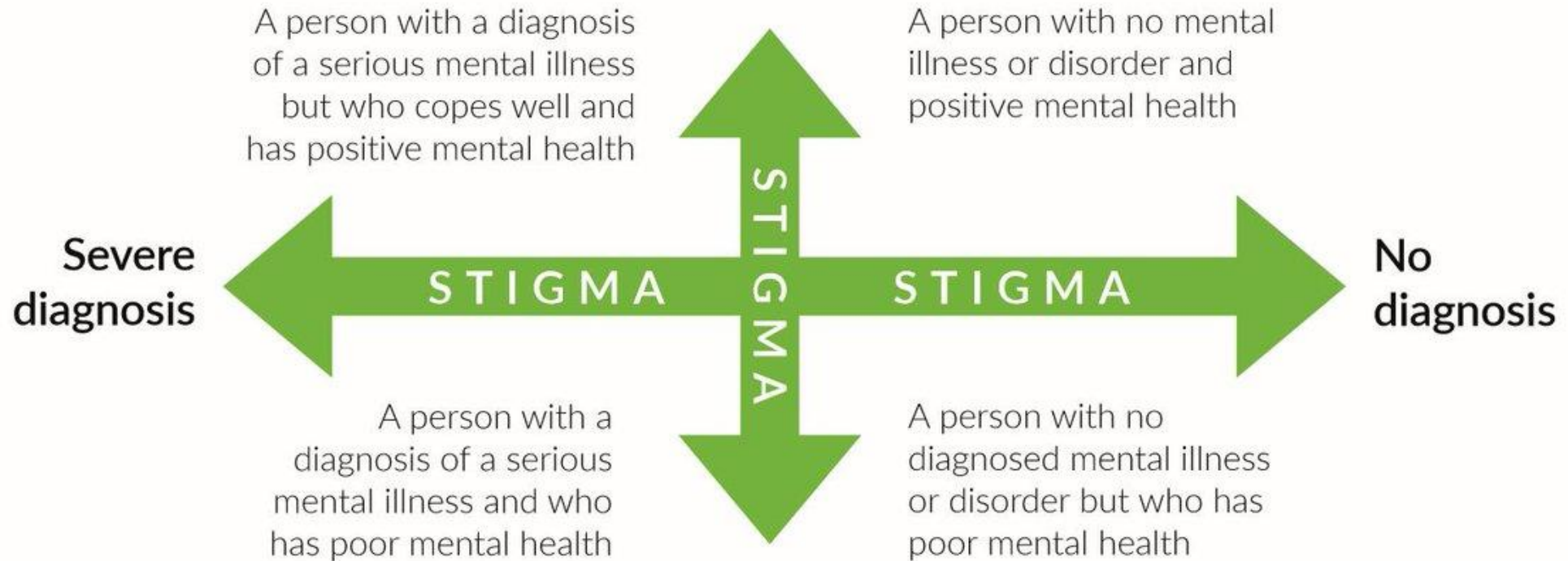
## Mental health spectrum



No absolutes

Maximum mental  
wellbeing/fitness

The continuum . . .



Minimum mental  
wellbeing/fitness

The CIPD's twentieth annual survey, in partnership with Simplyhealth, explores trends and practices in health, well-being and absence management.

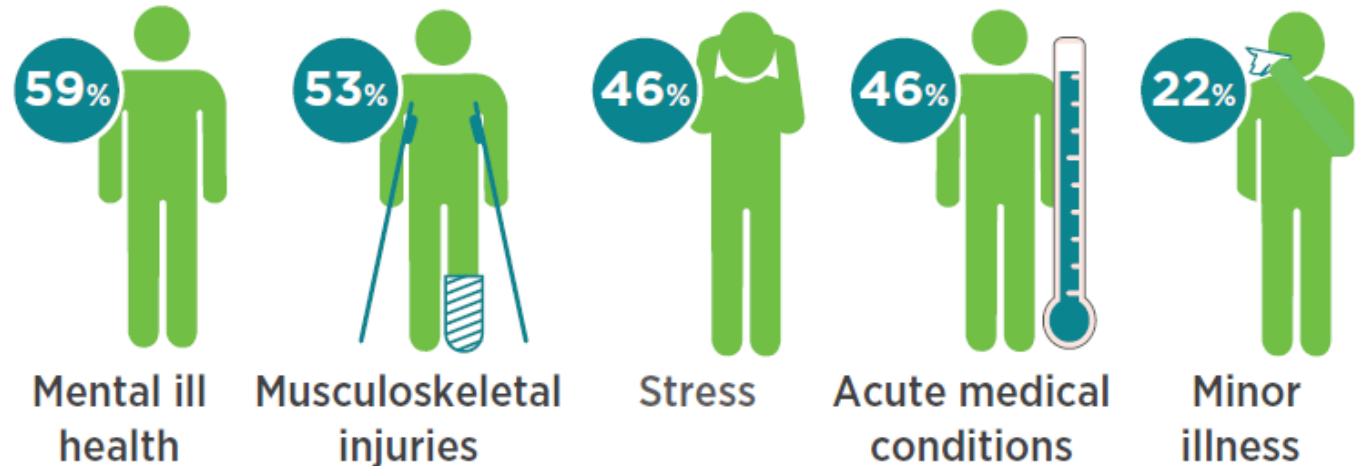
## Sickness and absence

Sickness absence has fallen to an all-time low, **5.8 days per employee, per year** but...

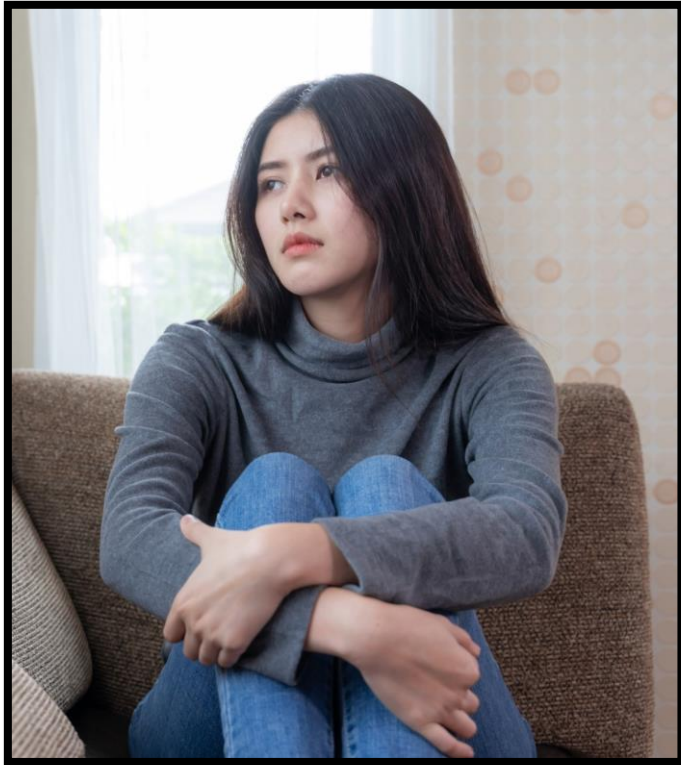
- 89% of respondents have seen 'presenteeism' (working when unwell)
- 73% have seen 'leaveism' (e.g using holidays to work)
- Many organisations are uncertain how they can tackle these issues, with only a third (32%) taking steps to discourage these unhealthy practices

## Long-term absence

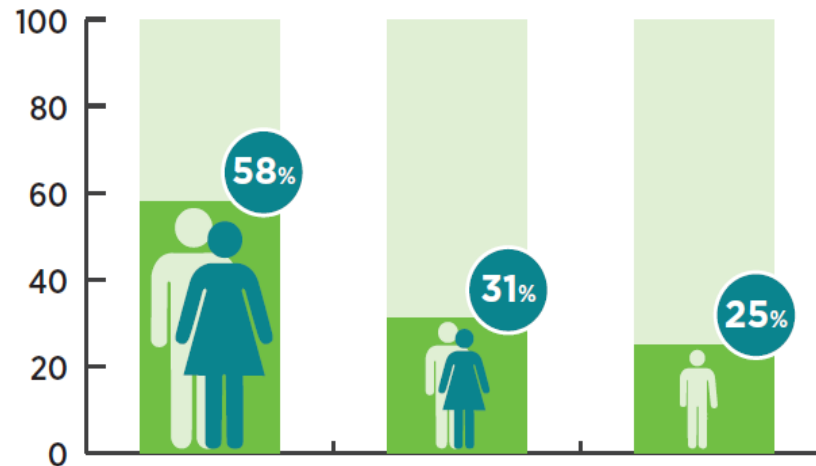
The most common causes are:



# Talking About Mental Health



Line managers and well-being



- 58% of people professionals think line managers are bought into the importance of well-being
- 31% think managers can have sensitive discussions and signpost to expert help
- 25% of managers can spot the early warning signs of mental ill health



## Physical Health

- Small talk, common topic
- Common/relatable experiences
- Generally happy to talk about
- Very little stigma
- Shared language





## Mental Health


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- Stigma
- Uncomfortable/awkward
- Don't know what to say
- Our own frame of reference
- Upsetting



## What can we do?

- ⦿ Positive culture towards mental health
- ⦿ Investment in workplace well being
- ⦿ Train staff – ensure they have the knowledge and language
- ⦿ EAP
- ⦿ Policy & strategies properly implemented



Burnout is a psychological  
syndrome occurring from  
prolonged **chronic workplace**  
**stress** that has not been  
successfully managed.

*World Health Organisation*

“

# How Common is Burnout?

- 1 in 5 said they felt 'unable to manage stress and pressure in the workplace'
- Burnout increased for 24% of employees during 2020
- Three top reported causes of burnout are: working longer hours, inability to separate work and personal life, and an uncertain job market.
- 46% of UK workers feel 'more prone to extreme levels of stress' compared with a year ago (March 2020), while only 15% feel 'less prone to extreme levels of stress'
- 23% of people knew what plans their employers had in place to help spot signs of chronic stress and burnout in employees.



# Stages of Burnout

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## ● Stage 1 – The Honeymoon

When we undertake a new challenge, we often start by experiencing high job satisfaction, commitment, energy, and creativity.

## ● Stage 2 – Onset of Stress

The second stage of burnout begins with noticing some days being more difficult than others. You may find your optimism dissolving, as well as stress increasing.

## ● Stage 3 – Chronic Stress

The third stage of burnout is chronic stress. You may also experience more intense stage two symptoms.

## Stages of Burnout

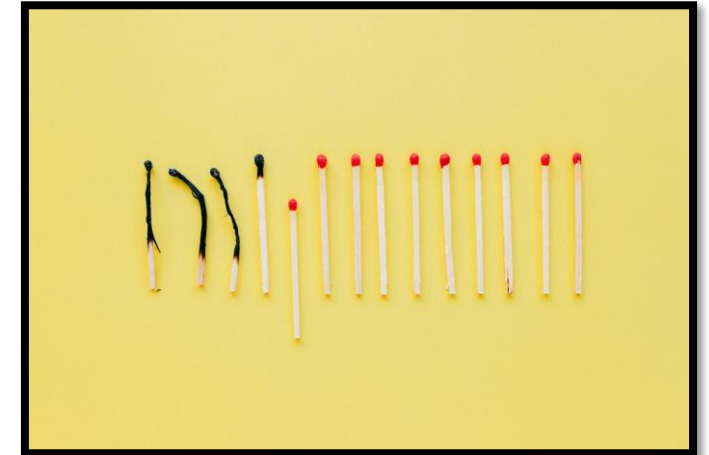
### Stage 4 – Burnout

Entering stage four is burnout itself, where symptoms become critical.

- Complete neglect of personal needs
  - Physical symptoms intensify and/or increase
  - Pessimistic outlook on work and life
  - Obsession over problems at work or in life
  - Desire to 'drop out' of society

### Stage 5 – Habitual Burnout

Now embedded into your life, more risk of mental illness



# Helpful Tools

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- Traffic Light Check-in
- Control, Influence, Accept
- 3 things that help
- Breathing exercises



# Thanks!

*Any* **questions?**

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